

**San Jose Police Officers' Association
2007-2008 Total Compensation Profile**

TOP STEP POLICE LIEUTENANT¹

	<u>Annual</u>
Base Pay	\$122,012.80
Holiday-In-Lieu (5.623%)	\$6,860.78
Anti-Terrorist Training Pay (5.00%)	\$6,100.64
Post Pay - Advanced (7.50%)	\$9,150.96
Uniform Allowance (\$675/Year)	\$675.00
Total Cash Compensation²	\$144,800.18
Retirement Contribution (28.90%)	\$35,261.70
Unemployment Insurance	\$12.20
Health Insurance ³	\$11,703.84
Dental Insurance (PPO) ³	\$1,133.52
Life Insurance	\$48.00
EAP	\$253.32
Other Benefits	\$48,412.58
Total Pay and Benefits⁴	\$193,212.76

Notes and Comments

¹ Police Lieutenant classification is eligible for overtime under POA contract.

² Does not include overtime or other premium pays an individual employee may receive.

³ Assumes employee is enrolled in family health and dental.

⁴ Does not include value of paid sick leave and paid vacation leave.